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State of Montana

Annual Manpower Planning Report

FY 1973

Statewide and Concentrated
Employment Program Area

January 1, 1972

Prepared by the Employment Service, Employment Security Division, Department
of Labor and Industry

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I. Highlights and Conclusions

- A. Significant findings - The "Universe of Need" as indicated by the attached "Manpower Planning Summary", totals 119,868 persons who need employment related assistance. Of this number, 34,338 meet the low income requirements as outlined by the Department of Labor, Manpower Administration. The balance of the "Universe of Need" includes those persons who are either unemployed or underemployed with family incomes above the defined poverty level. Most of these are classified as "near poor".

Statewide, 27,045 persons are classified as poor and disadvantaged; for example, school dropouts, minority members, youth, older workers, or handicapped.

Manpower programs in Montana do not have sufficient resources to provide manpower services to a target population as large as indicated by the "Universe of Need". Consequently, efforts have been concentrated on the disadvantaged, poor, and unemployed individual. This group will continue to be first priority during FY 1973.

B. Nature of Manpower Problems

1. Limited Industrial Development - Industrial development is limited to the urban areas of Montana; particularly Billings, Great Falls, Missoula, Helena, Butte, and Kalispell. The attraction of basic industry is difficult due to long distance to market, lack of local markets and no large population or metropolitan centers within the state.
2. Lack of Job Opportunities - Tied closely to limited economic development is the lack of job opportunities, particularly for those who are without the skills necessary to compete for those job opportunities that do exist.

3. Seasonal Nature of the Local Economy - Agriculture, one of Montana's principle industries, is entirely dependent on weather conditions and, for the most part, job opportunities vary from three to six months depending on the type of agriculture activity. The same factors also affect the construction and lumbering industries, although to a lesser extent. The result is a seasonal pattern with a lower unemployment rate during the summer and fall months and high unemployment during the winter and spring.

4. Low Educational Levels and Lack of Salable Skills - Low educational levels and a lack of salable skills are problems common among the various target groups; particularly school dropouts, youth, handicapped, older workers and minority groups who, without vocational training, find themselves unable to compete in the open job market for anything but the most menial types of employment.

C. Progress During the Past Year - Progress during the past year was hindered by a slow economy and a general "wait and see" attitude by most employers. As a result, hiring in most sectors of the economy was relatively slow. Manpower programs provided training, employment assistance, and supportive services to more than 2500 individuals under comprehensive programs such as CEP, WIN, MDTA, JOBS and JOP. These, along with additional supportive services provided by the various CAMPS agencies had a significant impact on the target population. However, the number was nearly equaled by the increase in the size of the "Universe of Need".

D. Prospects for the Coming Fiscal Year - During the next fiscal year, Montana will be able to provide services to approximately the same number of individuals as during the last fiscal year, assuming funding levels and currently operating programs remain the same.

II. Description of the State

- A. Definition of the State - The state of Montana lies in the northwestern United States encompassing an area in excess of 145,000 square miles. The state is divided into fifty-six counties and also includes seven Indian Reservations. The large area and great differences in terrain and climate have great effect on the economy of the state.

The Cooperative Area Manpower Planning System (CAMPS) has recently been revised in Montana, to make it more responsive to different sectors of the economy. Basic changes that have been instigated include: (1) all members of the State Manpower Planning Advisory Council are appointed by the Governor, (2) the Chairman of the Council is a member of the Governor's executive staff, and (3) representation on the Council has been expanded to include representatives of business, labor, client groups, and the general public, rather than only manpower agency administrators, as before. The Council has as its avowed purpose to develop program priorities and make recommendations to the Governor for manpower program funding designed to insure the greatest benefit to the citizens of Montana without unnecessary duplication.

To assist the State Manpower Planning Advisory Council in the making of its recommendations, the Governor has also established six Ancillary Area Manpower Planning Advisory Councils in the different regions of the state (see Appendix IV). These Councils' membership will be appointed by the Governor, as will the Chairman of each Area Ancillary Council. The Ancillary Councils will furnish advice, gather information, make recommendations, and promote coordination among local manpower efforts. The Ancillary Councils' recommendations will be forwarded to the State Council and from there to the Governor. The membership of the Ancillary Councils has been expanded in the same manner as the State Council.

These changes conform with the new reorganization law which was enacted by the Montana Forty-Second Legislative Assembly during its 1971 session. The changes should be the first step toward new and progressive manpower planning and coordination in Montana.

CEP Area - Butte and Helena (Areas II & III) have been designated Model Cities and both have Concentrated Employment Program (CEP) Centers. The two CEP Centers cover a six county area, including Lewis & Clark, Silver Bow, Deer Lodge, Jefferson, Broadwater, and Meagher Counties.

B. Economic Developments and Outlook

1. The Economy of the State and Factors Affecting It

a. 1950-1970 - At the turn of the century, Montana's economy was firmly based on agriculture and mining. This condition continued for almost fifty years with very little economic growth in any other primary industries. Beginning in the early 1950's both the agriculture and mining industries began to feel the effects of rapidly changing technology which drastically increased output per worker while the demand for products was increasing at a much slower rate.

Agriculture, which formerly was primarily a hand labor industry, suddenly became a highly mechanized business. Mining, particularly in Butte, switched from underground to surface mining which utilizes huge shovels to remove ore from an open pit.

In both cases the obvious result was output per worker increasing at a faster rate than demand and a rapid decline in total employment in both industries occurred. From 1950-1960 total employment in both agriculture and mining dropped sharply and continued to do so during the 1960's although the rate of decline moderated somewhat. Agricultural employment declined 9.7% from 1963-1969 and mining dropped by 14.1% during the same period.

At the same time came the shift (both nationally and in Montana) to the derivative industries (those industries whose products and services are mostly for domestic consumption; i.e., Wholesale & Retail Trades and Service industries). Total employment increased rapidly in these industries in the twenty year period from 1950-1970 due to the fact that the derivative industries are less affected by technological change, coupled with the increased demand for services. Derivative industries currently account for a greater share of total employment than ever before.

The decline of primary employment, although offset by a rapid increase in derivative employment, resulted in a net gain in total employment which was not sufficient to absorb the "natural" increase in the civilian labor force. Consequently, Montana's unemployment rate remained 1-2% above the national figure and net out-migration of members of the labor force and their families rose to nearly 5700 persons per year between 1960 and 1970.

Industries in which employment nationwide has risen rapidly in the last ten years are industries in which Montana has a very small portion in terms of total employment. Montana's decline in primary employment has resulted from specialization in industries where employment nationwide has been falling. (Refer to Appendix VIII, Table I.)

The one exception to this has been in the lumber and lumber manufacturing industries where employment rose very rapidly (partially offsetting the decline in agriculture and mining) during a period when employment in these industries was declining nationally.

Montana's Personal Income in 1950 was \$962 million, or 0.425% of the \$226.2 billion national total, and personal income per capita was \$1,622 or 8% above the national average of \$1496. By 1960 Montana's Personal

Income had grown to \$1,383 million but its share of the national total of \$396.6 billion had dropped to 0.349%. Personal per capita income rose 26% between 1950 and 1960 to \$2,037, but fell 8% below the national average of \$2,215.

Total personal income for Montana by 1968 was \$2,039 million but only 0.300% of the national total. Per capita personal income was \$2,930 in 1968, but had slipped to 14% below the national average of \$3,421. ^{1/}

The most important factor behind the decline in Montana's share of national personal income between 1950 and 1960 was the decline in the agriculture industry which was not offset by new growth in other industries. From 1960-1970, the decline in agriculture moderated and the continued slowness of Montana's economy became increasingly the result of a lack of growth in the non-agricultural industries.

In short, although Montana's economy has maintained steady growth during the last twenty years, it has failed to realize the rate of growth experienced nationwide.

b. Outlook 1970-1980 - The ten year period from 1970-1980 is expected to mirror the previous twenty year period in that heavy out-migration will continue because of a limited job market and further decline of agricultural industries in terms of total employment. Per capita income will continue to rise but at a much slower rate than the national average.

c. The Employment Outlook for Fiscal Year 1972 - During the ten year

^{1/} Montana Economic Study, Part 1: The Montana Economy, Bureau of Business and Economic Research, University of Montana.

period from 1960 to 1970 the number of persons employed in Montana increased by 11.5%, or a total of over 27,000 jobs. This rate of expansion means that each year at least 2,700 new jobs must be created in order to provide employment for persons entering the labor market. By 1972 an estimated 267,000 persons will be employed, both full and part-time in Montana. In recent years the number of persons of labor market age has expanded faster than the economy has been able to create jobs for them. This is partially due to the post-war baby boom, the lack of industrial growth in manufacturing industries, which normally create the largest number of jobs, and the current economic slowdown the entire nation has experienced in the last 18 to 24 months.

The result, which can be measured in terms of an increasing unemployment rate and net out-migration from the state, shows us that while nearly 2,000 more persons will be employed in 1972 than in 1971 there still will be an insufficient number of new jobs created to fully absorb the expanding number of persons entering the labor market. The unemployment rate in Montana which has averaged between 4% and 5% of the work force since 1962 jumped to 5.6% in 1969 and 6.7% in 1970. During the first nine months of 1971 the unemployment rate has averaged near 7.0% of the work force. Net out-migration can best be illustrated as follows:

1960 Census of Population	=	674,767
Births 1960-1970	=	143,494
Deaths 1960-1970	=	65,826
1970 Population by Natural Increase	=	752,435
1970 Census of Population	=	694,409
Net Out-Migration	=	-58,026

In other words, the number of persons moving from the state exceeded the number migrating to Montana by more than 5,800 per year. Nearly all of these were forced to move because of the lack of job opportunities, particularly those in the 18 to 24 year old age group.

While these conditions are expected to continue through 1972, the picture is definitely improving. After a period of relative stagnation during the late 1950's and early 1960's the number of new jobs created per year as a result of economic development has increased substantially since 1965. Between 1960 and 1965 the number of new jobs created averaged 2,100 per year as compared to 3,300 per year during the period from 1965 to 1970. By 1972 the number of new jobs is expected to increase by over 3,000 per year.

Industrial growth in Montana, while increasing rapidly, still lags behind national growth due to the large land area, sparse population and distance from major marketing centers. Consequently, growth of manufacturing industries, while increasing steadily, has not been significant.

Non-manufacturing industries, particularly the wholesale and retail trades, services and government will account for the majority of new jobs created during 1972 in line with the trend of recent years. All other non-manufacturing industries, mining, contract construction, finance, real estate, transportation and public utilities are expected to experience only slight increases.

Agriculture, one of the basic industries in Montana, is the most difficult for which to project employment activity or levels because of its dependence on weather conditions and market demand. New methods, tools and equipment have enabled us to produce more with less work, but the agriculture industry is still subject to the vagaries of nature such as hail, flood or drought. All of these factors, plus the general seasonality of the industry itself, have a pronounced effect on employment.

The following tables illustrate recent trends in Agriculture.

<u>Year</u>	<u>1,000's of Farms</u>	<u>Average Acreage</u>
1960	32	2,084
1962	30	2,227
1964	29	2,317
1966	29	2,297
1968	27	2,476
1970	26	2,542
1972 (est.)	25	2,683

FARM EMPLOYMENT (In Thousands)

<u>Year</u>	<u>Total</u>	<u>Family</u>	<u>Hired</u>
1960	49	37	12
1962	48	36	12
1964	46	35	11
1966	45	33	12
1968	40	29	11
1970	39	28	11
1972 (est.)	33	22	11

The number of farms is decreasing but the size of farms is increasing. In 1970 there were 6,000 fewer farms than there were in 1960. Total farm employment is decreasing but the drop is primarily among family farm workers. From 1960 to 1970 total farm employment dropped 10,000, of which 9,000 were in farm families. The decrease of 6,000 farms and 9,000 farm family workers speaks for itself.

For 1972 the number of hired farm workers will be between 11,000 and 12,000 - a figure which has not changed appreciably over the past ten years.

When discussing agricultural employment it must be brought to mind that the type of person needed in agriculture is also different than was the case a few years ago. Today, a good farm hand may operate several different machines, all expensive, and must have some mechanical ability. Agriculture is one of the two most mechanized industries in America today and workers must be capable or easily adaptable, to work accordingly.

In general, 1972 should see a slight drop in current unemployment conditions as the Montana economy begins to respond to national economic pressures. However, this response will not be as rapid as in other states due to our lack of industrialization. The employment picture is expected to improve and an estimated 10,500 jobs will be available, including industry expansion and replacement needs from deaths, retirements and normal labor turnover.

d. The Economy by Industry

(1) Agriculture - Agriculture, one of Montana's major industries in terms of number employed and cash receipts, covers approximately two-thirds of the total land area. The western, southern, and a portion of the southeastern corner of Montana, depend largely on the production of livestock and livestock products. The balance of the agricultural industry in Montana is primarily dependent on rotation grain crops.

The agriculture industry is highly seasonal in nature and, at the same time, vulnerable to sudden and extreme climatic changes which can reduce a good year to a dismal one in a comparatively short time.

Employment in no other industry, with the exception of mining, has been so adversely affected by advances in technology than has employment in agriculture. Since 1957, average annual employment in the agriculture industry has dropped from 41,400 to 33,100 in 1970, or a decline of 20.1%. (Refer to Appendix VIII, Table III.) The average civilian labor force increased 11.3% during the same period. The extensive use of machinery to produce more with fewer people is reflected by the fact that from 1963 to 1969, cash receipts from crops and livestock rose from \$419,378,000 to \$534,204,000.

Also significant is the trend of many small family-owned farms being replaced by a fewer number of large, highly mechanized farms and ranches. As a result many formerly agriculturally oriented families have migrated to the urban areas in search of employment. Official 1970 Census of Population figures accentuate this fact, as in nearly every case the primarily agricultural counties in Montana suffered dramatic population losses from 1960 to 1970.

(2) Lumbering and Lumbering Related Industries - Lumbering industries center in the western portion of the state primarily in CAMPS Areas I and II and, to a lesser extent, CAMPS Area III. The industry is composed of two distinct industries, each of which has its own unique effects on the economy. Logging, the harvesting of the raw material for the lumbering industry, is a highly seasonal business and dependent on good weather for the most efficient operation. Heavy snows in late winter and spring rains normally curtail logging operations from February to May of each year. Persons employed in logging operations tend to be highly mobile, moving throughout the western part of the state as new logging areas open up.

Lumber manufacturing industries, on the other hand, are fairly stable as far as total employment is concerned. The industry normally operates year-round with little seasonal change. Ups and downs in lumber manufacturing employment are usually the result of fluctuations in the lumber market caused by changes in interest rates and new home construction starts.

In the last few years, vast strides in research have resulted in the utilization of material formerly considered waste. However, these changes, while increasing production, have had little effect on total employment.

(3) Mining & Primary Metal Manufacturing - The mining industry (primarily metal) is centered in the southwestern portion of the state in CAMPS Area II, particularly in and around the cities of Butte and Anaconda. The economy of this area has been on a steady decline for the past twenty years or so, since the inception of open pit mining at Butte. Prior to 1955, underground mining employed thousands of Butte residents, but with the gradual shift to surface mining, the number of miners has steadily declined and with this came a substantial loss of population in Silver Bow County. In addition, major labor disputes in recent years have, in every case, resulted in lower total employment in the mining industry in Butte. Nothing in the immediate future can be foreseen which will result in a reversal of this trend at least through 1972.

Primary metal manufacturing employment, which for the most part includes smelters at Butte, East Helena, and Great Falls and the aluminum reduction plant at Columbia Falls, has remained fairly stable in recent years. Recent announcements by a leading metal producer cast some doubt on the future of zinc smelting activities, which could result in a reduction of employment in the Great Falls and East Helena smelters. Exactly what effect this will have on primary metal manufacturing employment in Montana is yet to be determined.

Other mining industries, including coal and gas production, are expected to increase only slightly as technological advances will cause output per worker to increase faster than demand.

(4) Other Manufacturing Industries - These industries, primarily food manufacturing, have been fairly stable in recent years and this trend is expected to continue with only slight increases as a result of increased population.

(5) Railroad - Railroad employment has declined rapidly both nationally and in Montana with the disappearance of passenger trains. The Burlington, Northern Pacific, and Great Northern merger will undoubtedly reduce manpower requirements although the rate of decline in total railroad employment is expected to moderate during the next decade.

(6) Civilian Federal, State and Local Government - Federal, state, and local government employment in Montana has risen rapidly since 1950 and was instrumental in offsetting the general decline in primary employment. This trend is expected to continue with the increased demand for governmental supplied services. Total employment will increase the fastest within state and local governments.

(7) Non-rail Transportation, Communications and Utilities - No change in the past trend of slow growth is expected during the forecast period.

(8) Contract Construction - Trends in this industry are difficult to predict as the level of employment fluctuates greatly from year to year depending on the economy, availability of capital and federal spending policies. However, assuming that conditions remain the same as in the past, construction employment should continue at about the same level or increase slightly during the next ten years.

(9) Wholesale and Retail Trade - Employment in these industries is expected to increase at a relatively slow rate as output per worker increases faster than total production.

(10) Services (including Finance, Insurance & Real Estate) - These industries, particularly the service trades, are expected to continue increasing at a rapid rate as a reflection of the increased demand for services.

e. Outlook for the State - Generally, economic development in Montana has been slow due to large land area, sparse population and limited marketing centers. Most of the economic development which has occurred in the past few years has had little or no effect on the target population. Most job opportunities created by industrial growth require entry level skills higher than those possessed by disadvantaged persons.

The Model Cities programs in Butte and Helena have formed local development corporations to encourage economic development coupled with training of local residents to equip them with the skills necessary to compete for the jobs created.

Economic development, coupled with on-the-job or institutional training, is the only real answer to the needs of the target population, as current industrial growth has not kept pace with the population growth.

The outlook for the coming fiscal year is expected to remain about the same as the past several years. Montana will continue to experience excessive out-migration until the state begins to feel industrial growth on a larger scale than in the past.

C. Population and Labor Force Characteristics and Trends

1. Population - The population of Montana increased from 674,767 in 1960 to 694,409 in 1970, ^{2/} or slightly less than 3%.

Population by CAMPS Areas 1960-1970

<u>CAMPS Areas</u>	<u>1970</u>	<u>1960</u>	<u>Change</u>	<u>% Change</u>
Area I	154,691	125,527	+ 29,164	+ 23.2
Area II	80,231	87,515	- 7,284	- 8.3
Area III	86,933	76,983	+ 9,950	+ 12.9
Area IV	146,737	147,636	- 899	- 0.6
Area V	133,665	131,530	+ 2,135	+ 1.6
Area VI	<u>92,152</u>	<u>105,576</u>	<u>- 13,424</u>	<u>- 12.7</u>

State Totals	694,409	674,767	+ 19,642	+ 2.9
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2. Analysis of Population Changes

a. Area I - Missoula County, the industrial center of this CAMPS Area, increased 30.5% during the decade due primarily to the continued expansion of lumbering and related industries and the growth of the University of Montana at Missoula. All of the counties in the area showed substantial gains with the exception of Mineral County which experienced a slight loss. Lincoln County showed a gain of 44.1% due to the in-migration of construction workers for the Libby Dam project. After completion of the dam, the population of Lincoln County is expected to return to a near 1960 level.

b. Area II - The Butte-Silver Bow County area, with an economy based on the mining industry, has been in a slow economic decline for some years due to technological changes in mining methods. Underground mining has been rapidly replaced by open pit mining which requires fewer workers and results in higher production. With the decline of employment came the decline in Butte's economy and many families moved from Silver Bow County, as indicated by the 9.6% decline in population shown by the 1970 Census. All of the other counties in this CAMPS Area are agricultural and all except Beaverhead lost population. Beaverhead County experienced a 13.8% gain during the decade.

c. Area III - The growth of Area III has been primarily due to the expansion of state and federal government in Helena and the rapid growth of Montana State University at Bozeman. The two counties in the area which lost population are both agricultural areas and the loss of population reflects migration of people from rural to urban areas.

d. Area IV - The population of this area remained relatively stable;

however, population of individual counties varied considerably. Every county in Area IV, with the exception of Cascade County, lost population in the period from 1960-1970. All of these counties are agricultural areas. Cascade County, which includes the city of Great Falls, increased by 11.4% during the decade. Most of this gain occurred in and around Great Falls, which is the industrial and marketing center of this CAMPS area.

e. Area V - Only two counties in this area, Yellowstone and Big Horn, gained population during the decade. Big Horn County, the greater portion of which is designated as the Northern Cheyenne and Crow Indian Reservations, noted a less than 1% increase. Yellowstone County, which includes Billings, the largest city in Montana, gained 10.6% during the period. As in the other CAMPS areas the remaining counties are primarily agricultural areas and their loss of population again reflects the shift of families from rural to urban areas.

f. Area VI - Every county, except Powder River and Fallon, lost population in this sixteen county CAMPS area during the decade. All of these counties are agricultural areas with no major cities over 15,000 population. Powder River and Fallon counties gained population due to the recent discovery of oil near Broadus, Montana, in Powder River County and near Baker in Fallon County. Powder River County gained 15.2% and Fallon 1.3% as the result of the discoveries.

g. General Trends in the State - Generally, those counties primarily based on an agricultural economy lost population due to the technological changes and mechanization affecting the agriculture industry. The lack of other industries and job opportunities forced many to leave the state in search of employment.

During the three year period from 1972-1975, planning for manpower services

will be based on the following assumptions:

1. Intra-state migration of agricultural workers and their families will continue through 1975 although at a slower rate. The population of agricultural counties should stabilize by 1975.

2. Most population increases will occur in the urban areas, particularly Helena, Missoula, Great Falls, and Billings. The rate of this increase will continue at about the same rate due to slow industrial development.

3. Net migration from the state will continue through 1975, particularly in the 18-24 year age group.

III. Employment Developments and Outlook by Industry

A. Montana Civilian Work Force 1963-1971 (In Thousands)

<u>Industry</u>	<u>September 1971</u>	<u>Average 1970</u>	<u>Average 1963</u>	<u>Net Change From 1963-1970</u>
1. Civilian Work Force	291.6	282.1	255.9	+ 26.2
2. Unemployment	16.9	18.8	13.8	+ 5.0
% of Work Force	5.8	6.7	5.4	+ 1.3
3. Employment, Total	268.9	263.2	242.1	+ 21.1
a. Non-agricultural Wage & Salary	206.7	200.6	174.6	+ 26.0
(1) <u>Manufacturing</u>	22.6	23.6	22.4	+ 1.2
<u>Durable Goods</u>	14.6	15.2	14.5	+ 0.7
24 Lumber & Wood Products	9.3	8.1	8.5	- 0.4
33 Primary Metal Industries	2.3	4.6	3.2	+ 1.4
Other Durable Goods	3.0	2.5	2.8	- 0.3
<u>Non-Durable Goods</u>	8.0	8.4	7.9	+ 0.5
20 Food & Kindred Products	4.0	4.3	4.4	- 0.1
27 Printing & Publishing	1.6	1.8	1.6	+ 0.2
29 Petroleum & Coal Products	1.2	1.1	1.2	- 0.1

<u>Industry</u>	<u>September 1971</u>	<u>Average 1970</u>	<u>Average 1963</u>	<u>Net Change From 1963-1970</u>
Other Non-Durable Goods	1.2	1.2	0.7	+ 0.5
(2) <u>Non-Manufacturing</u>	184.1	177.0	152.2	+ 24.8
<u>Mining</u>	4.0 ^{3/}	6.7	7.1	- 0.4
10 Metal Mining	1.1 ^{3/}	4.0	4.1	- 0.1
12 & 14 Coal, Quarrying, Non-Metal Mining	1.1	0.9	0.9	no change
13 Oil & Gas Extraction	1.8	1.8	2.1	- 0.3
<u>Contract Construction</u>	13.0	10.9	12.3	- 1.4
15 General Building Cont.	3.3	2.6	4.2	- 1.6
16 Heavy Construction Cont.	6.0	4.7	4.1	+ 0.6
17 Special Trade Contractors	3.7	3.6	4.0	- 0.4
<u>Transportation & Public Utilities</u>	17.5	17.2	17.6	- 0.4
40 Railroad	6.4	6.6	7.9	- 1.3
41-47 Trans. except Railroad	4.8	4.5	3.8	+ 0.7
48 & 49 Communications & Public Utilities	6.3	6.1	5.9	+ 0.2
<u>Wholesale & Retail Trade</u>	51.5	48.2	41.1	+ 7.1
Wholesale Trade	9.9	9.7	8.6	+ 1.1
Retail Trade	41.6	38.5	32.5	+ 6.0
<u>Finance, Insurance & Real Estate</u>	8.4	8.1	6.8	+ 1.3
<u>Services</u>	34.5	33.5	24.3	+ 9.2
70 Hotel & Other Lodging Places	4.9	4.0	3.3	+ 0.7
72 Personal Services	2.2	2.4	2.1	+ 0.3
Other Services	27.4	27.1	18.9	+ 8.2
<u>Government</u>	55.2	52.4	43.0	+ 9.4
91 Federal Government	12.6	11.7	12.0	- 0.3
92 & 93 State & Local Gov't.	42.6	40.7	31.0	+ 9.7

^{3/} Approximately 5800 persons not included in these two industries involved in labor management dispute.

<u>Industry</u>	<u>September 1971</u>	<u>Average 1970</u>	<u>Average 1963</u>	<u>Net Change From 1963-1970</u>
b. All Other Non-agricultural Employment <u>4/</u>	29.8	29.5	29.2	+ 0.3
c. Agricultural	32.4	33.1	38.3	- 5.2

B. Growth or Decline of Work Force by Industry

<u>Industry</u>	<u>% Change 1963-1970</u>
1. Civilian Work Force	+ 10.2%
2. Employment, Total	+ 8.7%
a. Non-Agricultural Wage & Salary	+ 14.9%
(1) <u>Manufacturing</u>	+ 5.4%
(2) <u>Non-Manufacturing</u>	+ 16.3%
<u>Mining</u>	- 2.4%
<u>Contract Construction</u>	- 11.4%
<u>Transportation & Utilities</u>	- 2.3%
<u>Wholesale and Retail</u>	+ 14.7%
<u>Finance, Insurance & Real Estate</u>	+ 19.1%
<u>Services</u>	+ 37.9%
<u>Government</u>	+ 21.9%
b. All Other Non-Agricultural Employment <u>4/</u>	+ 1.0%
c. Agriculture	- 13.6%

C. Employment By Industry as a Percent of Total Employment 1963-1970

<u>Industry</u>	<u>% of Total Employment 1970</u>	<u>% of Total Employment 1963</u>	<u>Net Change 1963-1970</u>
Non-Ag. Wage & Salary	76.2%	72.1%	+ 4.1%
<u>Manufacturing</u>	9.0%	9.3%	- 0.3%
<u>Non-Manufacturing</u>	67.2%	62.9%	+ 4.3%

4/ Includes Non-Ag., Self-Employed and Unpaid Family Workers, and Domestic Workers in private households.

<u>Industry</u>	<u>% of Total Employment 1970</u>	<u>% of Total Employment 1963</u>	<u>Net Change 1963-1970</u>
<u>Mining</u>	2.5%	2.9%	- 0.4%
<u>Contract Construction</u>	4.1%	5.1%	- 1.0%
<u>Trans. & Public Utilities</u>	6.5%	7.3%	- 0.8%
<u>Wholesale and Retail Trade</u>	18.3%	17.0%	+ 1.3%
<u>Fin., Ins., & Real Estate</u>	3.1%	2.8%	+ 0.3%
<u>Services</u>	12.7%	10.0%	+ 2.7%
<u>Government</u>	19.9%	17.8%	+ 2.1%
All Other Non-Ag. Employment	11.2%	12.1%	- 0.9%
Agricultural	12.6%	15.8%	- 3.2%

D. Major Changes in Employment 1963-1970

Employment changes, as reflected by the above tables, indicate several significant factors that should come as no surprise to anyone.

1. A lack of economic development, which is reflected in the 1970 population figures, is also reflected by the fact that employment in manufacturing industries (as a percent of total employment) decreased by 0.3% during a period in which total employment increased by 8.7%. In other words, the rate of growth in manufacturing industries did not keep up with growth in all other industries.
2. In addition, non-manufacturing industries, while increasing as a group by 4.3% (as a percent of total employment), suffered major losses in three major non-manufacturing industries: mining, contract construction, and transportation and public utilities. All three of these industries are major employers in Montana.
3. Agricultural employment, which declined by 13.6% in the period from 1963-1970, further accentuates the loss of population in the primarily rural agricultural counties.

4. Significant employment growth occurred in Government and Service industries, with Wholesale & Retail Trades and Finance, Insurance and Real Estate industries maintaining slower gains.

The overall picture indicates that industrial growth occurring in Montana is primarily as the result of increased demands for goods and services, which is reflected by the growth of the Wholesale & Retail and Service industries, and the demand for governmental supplied services. Job opportunities during the next fiscal year will probably be best in these three industrial categories.

IV. Employment Developments & Outlook by Occupation

A. Current Job Opportunities - Employment opportunities, as reflected by U. S. Department of Labor Form MA-7-25A (Nov. 1969), Labor Demand in Hard to Fill Job Openings, are as follows:

Occupational Title	Number of Unfilled Openings 30 Days or More	Number Range Anticipated In Next Fiscal Year
General Duty Nurse	10	10 - 20
Medical Technologist	4	2 - 10
LPN	6	5 - 15
Accountant	5	5 - 10
Office Manager	4	1 - 5
Manager Trainee	15	10 - 20
Caseworker	8	5 - 10
Parts Clerk	8	5 - 15
Salesman, General	11	10 - 20
Salesman, Driver	4	5 - 10
Waitress, Informal	15	10 - 20
Cook	17	10 - 25
Cook, Ranch	6	5 - 10
Cosmetologist	4	1 - 5
Child Care Attendant	100	85 - 125
Guard	14	10 - 15
Janitor	10	10 - 15
Ranch Hands	12	10 - 20
Ranch Hand, Livestock	40	20 - 45
Farm Hand	225	200 - 300
Sugar Equipment Operator	25	25 - 30
Butcher, All-around	6	5 - 10
Boner	6	5 - 10
Machinist	5	1 - 5

<u>Occupational Title</u>	<u>Number of Unfilled Openings 30 Days or More</u>	<u>Number Range Anticipated In Next Fiscal Year</u>
Auto Mechanic	36	30 - 50
Farm Equipment Mechanic	4	2 - 5
Diesel Mechanic	15	15 - 30
Mill Wright	6	5 - 10
Saw Filer	7	5 - 10
TV Repairman	6	5 - 10
Core-Layer, Plywood	6	5 - 10
Upholsterer	10	5 - 10
Boilermaker	6	3 - 6
Auto Body Repairman	8	10 - 15
Welder, Combination	5	5 - 12
Painter	7	10
Carpenter	51	50 - 65
Roofer	5	7 - 15
Transport Driver	4	1 - 5
Service Station Attendant	11	5 - 20
Tractor Operator, Logging	4	1 - 5
Rotary Drill Operator	4	1 - 10
Miner I	90	50 - 75

The above list represents those occupations in which 4 or more unfilled openings, 30 days or more, occurred during the past fiscal year. This list in no way represents all demand occupations. However, it does show the types of occupations which are normally hard to fill. Demand occupations vary from one part of the state to another and from month to month.

The number range anticipated in the next fiscal year denotes an estimate of the approximate number of unfilled openings that will occur next fiscal year in each occupational category. Additional information on job opportunities can be obtained from Appendix I, Table V, "Montana Manpower, Projected Employment by Industry and Selected Occupations", Montana Employment Security Division, April 1971.

V. Recent Trends in Unemployment

The unemployment situation in Montana during the eleven month period from January 1971 to November 1971 ranged from 24,500 persons in February 1971 to a low of 15,600 in October 1971, or 1,500 to 2,900 higher than the com-

parable period in 1970.

Unemployment during the next fiscal year is expected to range 0.5 - 1.0% higher than normally experienced, with high unemployment occurring between January and April. Unemployment normally peaks a second time in June with the registration of students seeking summer employment.

The largest concentration of unemployed persons occurs on Montana's seven Indian reservations. Unemployment among reservation Indians normally runs between 30% and 50% of the labor force.

VI. Universe of Need for Manpower Services

Table I outlines the universe of need in Montana. Refer to the appendix for a complete breakdown by CAMPS Areas and a definition of terms.

Table I

Rev. 12-71

Universe of Need for Manpower Services

Fiscal Year 1973

State or Labor Area <u>Montana</u>		Base Period Used <u>1971</u>	
Item		Number of Individuals	
		Base Period	Planning Assump- tions for FY 1973
		I	II
1. Total Universe of Need for Manpower Services (Number of different individuals in year)		109,262	119,868
a. Poor		33,744	34,338
(1) Disadvantaged		26,557	27,045
(2) Other Poor		7,187	7,293
b. Non-poor		75,318	85,530
(1) Near Poverty		20,674	22,339
(2) All Other Non-poor		54,644	63,191
2. Unemployed and Underutilized Disadvantaged, Total		26,557	27,045
a. Unemployed		3,162	3,650
b. Underutilized		23,395	23,395
(1) Employed part-time for economic reasons		1,480	1,480
(2) Employed full-time but with family income at or below poverty level		19,903	19,903
(3) Not in labor force but should be		2,012	2,012

VII. Characteristics of the Disadvantaged

The number of individuals who meet the disadvantaged criteria is estimated to be 27,045. The estimated number of individuals by disadvantaged groups is as follows: ^{5/}

1. No. school dropouts	=	4,448
2. No. youth	=	2,809
3. No. older workers	=	9,529
4. Minority group members	=	8,575
5. No. handicapped	=	6,000

The total of the above five categories will not equal the total number of disadvantaged individuals as some persons may be included in more than one group. The above figures include only those who are considered "poor" and in need of employment assistance. The following table illustrates some of the social characteristics common to the disadvantaged persons who participated in federally funded manpower programs during 1970.

<u>Characteristic</u>	<u>Number of Enrollees</u> ^{6/}	<u>Percent of Total</u>
16 to 21 years old	464	32.1
22 to 44 years old	847	58.7
45 to 64 years old	132	9.1
65 years and older	1	0.1
Male	595	41.2
Female	849	58.8
Handicapped	330	22.9
Veteran	247	17.1 (41.5% of males)
Never married	521	36.1
Married	390	27.0
Widow/Widower	39	2.7
Divorced/Separated	494	34.2
Has One or More Dependents	880	60.9

^{5/} Source of Data - Projection of 1960 Census of Population based on 1970 Census of Population Advance Reports.

^{6/} Includes MDTA, MDTA-OJT, CEP and WIN.

<u>Characteristic</u>	<u>Number of Enrollees</u> <u>7/</u>	<u>Percent of Total</u>
White	1,110	76.8
Negro	3	0.2
American Indian	291	20.2
Oriental	3	0.2
Spanish Surname	37	2.6
U. I. Claimant	92	6.4
Public Assistance Recipient	571	39.5
College graduate	1	0.1
1 to 3 years college	94	6.5
High school graduate	556	38.5
1 to 3 years high school	570	39.5
8th grade or less	223	15.4
Previous job training	127	8.8
Participation in other federal programs	296	20.5
Under 1 year in labor market	353	24.4
1 to 2 years in labor market	323	22.4
3 to 9 years in labor market	510	35.3
10 years or more in labor market	258	17.9
Family income below poverty level	1,290	89.3
Disadvantaged	1,215	84.1
Barriers to employment:		
Too young	477	33.0
Too old	132	9.1
Lacks education, training, or has obsolete skills	1,343	93.0
Health problem	189	13.1
Personal problem	163	11.3
Transportation problem	226	15.7
Child care problem	295	20.4
Conviction record	56	3.9
Other	18	1.2
Unemployed	1,365	94.5
Underemployed	65	4.5
Employed	14	1.0

TOTAL NUMBER OF ENROLLEES SAMPLED = 1,444 (excluding JOBS and JOP programs)

VIII. Characteristics of Individuals Other Than The Poor & Disadvantaged in the Universe of Need for Manpower Services

The balance of the universe of need (an estimated 59,988 individuals) includes those persons whose income exceeds the defined poverty level but

7/ Includes MDTA, MDTA-OJT, CEP and WIN.

are in need of employment assistance. 18,334 members of this group are classified as "near poverty"; i.e., their income exceeds defined poverty level only to a small degree. The characteristics and problems of this group are very similar to those of the "poor" category.

All other "non-poor" who are in need of employment assistance (41,664) provides an estimate of the number of different non-poor individuals who will be unemployed at some time during the year. Most of these persons are unemployed less than 15 weeks and normally need only slight assistance in re-entering the employed labor market. Unemployment of persons in this group is normally due to the seasonality of the primary industries in Montana.

IX. Barriers to Employment of the Disadvantaged

Past experience indicates that disadvantaged individuals don't have as much trouble adjusting to the competitive labor market as they do becoming part of it. The most common factors hindering these persons from entering the labor market are as follows:

A. Lack of Education and/or Skills - Typically, the disadvantaged person lacks the minimum educational level necessary to compete for anything but the simplest, low-paying jobs. Although most have completed at least the 8th grade, their grade attainment level is usually much lower, particularly in basic areas, such as reading and mathematics.

Due to any number of reasons, most disadvantaged individuals either have never had the opportunity to acquire a skill, or if a skill was obtained it became obsolete due to technological change or is an occupation for which few job opportunities exist.

B. Lack of Training or Experience - particularly true of youth and widowed

or divorced women who have never worked before or have not worked for many years.

- C. Social Difficulties - Employers are understandably hesitant about hiring persons with police records and placement of these persons, even those who are qualified, is, at best, difficult. Other handicaps, physical or mental illnesses, lack of transportation, to name a few, sometimes restrict a person from obtaining employment.
- D. Family and/or Child Care Responsibilities - This problem restricts many women from participating in the labor market.

The above is only a partial list of the numerous and sometimes complex problems that hinder the disadvantaged. Some of the social needs that came to light as a result of a survey conducted under the Helena Model Cities Program in three suspected "poverty areas" within the city are as follows: 8/

1. 46.1% single parent households
2. 26.7% above age 51
3. 16.0% physically or mentally handicapped
4. 16.0% indicated an interest in job training
5. 22.1% did not have adequate transportation
6. 29.3% male heads of households had less than 8th grade education
7. 18.9% female heads of households had less than 8th grade education

Although the above figures pertain directly to Helena, it is felt that the same problems occur within all target groups to a greater or lesser degree.

8/ Montana Employment Security Commission, Helena Population & Employment Data - 1969, page 5.

ANNUAL MANPOWER PLANNING REPORT

APPENDIX

- I. Statewide Manpower Data Summary by CAMPS Areas
- II. Methodology
- III. Definition of Terms
- IV. Map
- V. Population and Labor Market Data Particular to the Six-County CEP Area
- VI. Universe of Need for Manpower Services, Six-County CEP Area
- VII. Manpower Data Summary for the Six-County CEP Area
- VIII. Statistical Tables and Graphs
 - Table I. United States Annual Average Work Force for 1950 and 1970
 - Table II. Montana Annual Statewide Work Force for 1970
 - Table III. Montana Civilian Work Force 1957-1970
 - Table IV. Population of Minority Groups by CAMPS Areas - 1970
 - Table V. Educational Attainment of Persons 14 Years of Age and Older, Not Enrolled in School - 1960
 - Graph I. Montana Civilian Work Force, Unemployment & Unemployment Rate

Item	Number of Individuals						
	State Total	Area I	Area II	Area III	Area IV	Area V	Area VI
a. Poor	34,338	9,599	3,501	5,345	5,925	5,867	4,140
(1) Disadvantaged	27,045	7,561	2,758	4,210	4,667	4,621	3,261
(2) Other Poor	7,293	2,038	743	1,135	1,258	1,245	879
b. Non-Poor	85,530	23,913	8,724	13,316	14,762	14,616	10,314
(1) Near Poverty	22,339	6,244	2,278	3,477	3,854	3,816	2,693
(2) All Other Non-Poor	63,191	17,666	6,445	9,837	10,905	10,798	7,620
4. Unemployed & Underutilized Disadvan- taged (By category - 12 month average- from Table I)	27,045	7,564	2,759	4,214	4,625	4,621	3,260
a. Unemployed (poor only)	3,650	1,020	373	569	624	623	439
b. Underutilized	23,395	6,544	2,386	3,645	4,001	3,998	2,821
(1) Employed part-time for economic reasons	1,480	414	151	231	253	253	178
(2) Employed full-time but with family income at or below poverty level	19,903	5,567	2,030	3,101	3,403	3,401	2,400
(3) Not in the labor force but should be	2,012	563	205	313	344	344	243
5. Welfare Recipients: WIN, CEP, & MDTA referrals receiving public assistance at time of enrollment	750	168	86	93	158	145	100
6. Estimated School Dropouts (Forecast Period)	1,100	253	116	178	220	207	126
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	13,792	3,089	1,586	1,710	2,896	2,662	1,849
8. Estimated Number of Minorities Need- ing Manpower Services in Forecast Period	8,575	1,260	326	318	3,241	1,604	1,826

II. Methodology - The following methods were used to complete the figures summarized in the Manpower Data Summary. The latest information available was used wherever possible as input data. The "Universe of Need" was developed using guidelines developed by the U. S. Department of Labor, Manpower Administration, in its Reports and Analysis Letter No. 683, dated May 25, 1970. The following outline gives the method of computation and source of data for each line item on the Manpower Data Summary.

Item 1. Total Civilian Population - Official 1970 Census of Population figures.

Item 1a. Age Distribution - Official 1970 Census of Population figures.

Item 1b. Members of Minority - Official 1970 Census of Population figures.

Item 2. Total Civilian Work Force - Figure represents the average Civilian Work Force for the period January 1, 1971, to November 30, 1971, which was the most recent 11 month period for which data was available. Source of data - Montana Employment & Work Force Monthly Report, prepared by the Montana Employment Security Commission, Employment Service Research & Analysis Section, November 1971.

Item 2a. - Same as Item 2.

Item 2b. - Same as Item 2.

Item 3. - Sum of Items 3a. and 3b.

Item 3a. Poor - Sum of the unemployed poor (25% of the total unemployment) and underutilized poor (sum of lines 4a. and 4b.)

Item 3b. Non-Poor - Sum of total in near-poverty (computed from national average) and all other non-poor unemployed and underutilized.

Item 4. Unemployed & Underutilized Disadvantaged - Computed on the basis of studies conducted by the Department of Labor.

Item 5. Welfare Recipients - Estimate of welfare recipients needing employment assistance based on the number of persons receiving public assist-

ance at the time of enrollment in CEP, WIN, and MDTA programs during FY 1970.

Item 6. Estimated School Dropouts (Forecast Period) - Based on School District estimates of a dropout rate of 4% per high school year per class.

Item 7. Estimated Number of Veterans Needing Manpower Services (Forecast Period) - Based on Employment Service Veterans Activities for the State of Montana.

III. Definition of Terms

- A. Universe of Need - The "universe of need for manpower services" represents the total number of different individuals, both unemployed and underutilized, who may need employment related assistance at some time during the target year.
- B. Civilian Work Force - includes those persons who are employed, either part-time or full-time, and those persons who are unemployed but are actively seeking work.
- C. Unemployed - those persons not currently working but who are actively seeking work or would work if jobs were available.
- D. Poor - those persons whose family income does not exceed the poverty criteria as outlined in national guidelines.
- E. Near Poverty - those persons whose income exceeds the income guidelines but does not maintain an acceptable standard of living (between \$3000.00 and \$4900.00 per year, depending on family size.)
- F. Disadvantaged - persons with incomes below the defined poverty level who meet one or more of the following criteria:
 - 1. Youth under age 22
 - 2. School dropout
 - 3. Minority group member
 - 4. Older workers over age 45
 - 5. Handicapped

G. Underutilized - those persons employed or unemployed who are not utilizing their full capacity to earn a living for themselves and their families. Includes the following sub-groups:

1. Employed part-time due to inability to find full-time employment
2. Employed full-time but with family income at or below poverty level
3. Not in labor force but should be - those persons who are not actively seeking work but should be.

MONTANA



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V. POPULATION, AND LABOR MARKET DATA
PARTICULAR TO THE SIX-COUNTY CEP AREA

V. Population and Labor Market Data Particular to the Six-County CEP Area

- A. During August 1968, two Concentrated Employment Program Centers were established in Montana, one in Butte and another in Helena. Low income persons meeting the disadvantaged criteria as outlined in Appendix III and residing in the six-county area are eligible for the concentrated services provided by the CEP program. Those counties included are Lewis and Clark, Meagher, Broadwater, and Jefferson Counties (Helena CEP Center); and Silver Bow and Deer Lodge Counties (Butte CEP Center).

The Universe of Need as indicated by the attached "Manpower Planning Summary for CEP Counties", totals 14,910 persons who need employment-related assistance. Of this number, 3021 meet the low income and disadvantaged requirements of the CEP program.

B. Local Economy

1. Helena CEP Area - The economy of the Helena CEP Area is primarily based on agriculture and government. The state governmental offices located at Helena provide a solid local economy for Lewis & Clark County. The other three counties (Meagher, Jefferson and Broadwater) are based on an agricultural economy and all the problems common to other agricultural counties in Montana can be found here.
2. Butte CEP Area - The economy of the Butte CEP Area is primarily mining and related industries and agriculture. Employment in the mining industry in this area has been on a steady decline during recent years due to technological change.

The recent Anaconda Company strike has greatly affected the Butte and Anaconda economies. The workers were on strike for approximately three months ending in September and several hundred of them have still not been recalled to work.

Neither area has any significant employment opportunities open to persons lacking training or occupational skills. Governmental employment usually has entrance requirements above the capabilities of the disadvantaged and agricultural and mining employment has been steadily declining.

Model Cities programs in both Butte and Helena are attempting to attract new industries to the area. The Butte Industrial Park project has attracted developments from General Electric, Westinghouse, and a Mineral Research Complex. Whether these developments will provide employment opportunities to target group individuals is not known at this time.

The Anaconda Company has indicated that it will close down its Montana zinc refining operations, laying off workers at Great Falls, East Helena, and Anaconda. Approximately 200 workers will be affected at the Anaconda and East Helena plants in the CEP Areas.

C. Current Population & Labor Force - 1970

1. Population - the population of the six-county area in 1970, compared to 1960, is as follows:

<u>County</u>	<u>1970 Population</u>	<u>1960 Population</u>	<u>Change 1960-1970</u>	<u>% Change</u>
Lewis & Clark	33,281	28,006	+ 5,275	+ 18.8 %
Meagher	2,122	2,616	- 494	- 18.9 %
Jefferson	5,238	4,297	+ 941	+ 21.9 %
Broadwater	2,526	2,804	- 278	- 9.9 %
Deer Lodge	15,652	13,640	- 2,988	- 16.0 %
Silver Bow	<u>41,981</u>	<u>46,454</u>	<u>- 4,473</u>	<u>- 9.6 %</u>
Totals	100,800	102,817	- 2,017	- 1.96%

2. Labor Force

<u>County</u>	<u>Civilian Labor Force</u>	<u>Total Employment</u>	<u>Unemployment</u>	<u>Unemployment Rate</u>
Lewis & Clark	13,346	12,443	901	6.8 %
Meagher	1,199	1,027	112	9.3 %
Jefferson	1,968	1,834	134	6.8 %
Broadwater	1,099	1,050	49	4.5 %
Deer Lodge	5,759	5,513	246	4.3 %
Silver Bow	<u>14,656</u>	<u>13,638</u>	<u>1,018</u>	<u>6.9 %</u>
Totals	38,027	35,565	2,460	6.5 %

D. Estimated Employment by Major Industrial Groups (by Counties)

	<u>County</u>						
	<u>L. & C.</u>	<u>Silver Bow</u>	<u>Deer Lodge</u>	<u>Meagher</u>	<u>Jefferson</u>	<u>Bdwtr.</u>	<u>Totals</u>
Agriculture	708	453	239	631	303	452	2,786
Mining	18	1,669	193	1	39	7	1,927
Construction	667	616	71	8	60	14	1,436
Manufacturing	863	829	1,215	95	16	85	3,103
Trans, Comm. & Util.	179	356	77	3	35	3	653
Retail & Wholesale	1,688	2,676	648	55	170	141	5,378
Fin., Ins. & Real Estate	858	685	118	10	23	14	1,708
Services	1,142	1,245	192	14	169	94	2,856
Railroad	114	485	81	19	28	17	744
Government	3,846	2,312	1,647	114	661	145	8,725
All Others	<u>2,360</u>	<u>2,312</u>	<u>1,032</u>	<u>137</u>	<u>330</u>	<u>78</u>	<u>6,249</u>
Total Employment	12,443	13,638	5,513	1,087	1,834	1,050	35,565

As indicated by the above table, the five major industries in terms of the number employed are:

1. Government - 8,725

2. Wholesale and Retail	-	5,378
3. Manufacturing	-	3,103
4. Services	-	2,865
5. Agriculture	-	2,786

E. Estimated Employment by Occupational Group in the Six-County Area in 1960 as Compared to 1971-

<u>Occupational Group</u>	<u>No. of Workers 1960</u> <u>4/</u>	<u>No. of Workers 1971</u> <u>5/</u>
Professional, Technical & Kindred Workers	4,441	4,685
Farmers & Farm Managers	808	685
Managers (except farm)	3,241	3,313
Clerical & Kindred Workers	5,588	5,813
Sales Workers	2,366	2,495
Craftsmen, Foremen & Kindred Workers	4,947	4,980
Operatives & Kindred Workers	6,318	4,591
Private Household Workers	773	862
Service Workers (except household)	4,810	5,124
Farm Laborers & Farm Foremen	972	859
Laborers (except farm)	<u>2,120</u>	<u>2,158</u>
Total Employed	36,384	35,565

F. Outlook for Job Opportunities in the Six-County CEP Area During FY 1972

1. Hard to Fill Job Openings - the following occupations are normally hard to fill in the Butte and Helena Employment Service offices:

a. Butte CEP Area

Mining Industry - miners, boilermakers, diesel mechanics, and smelter laborers.

4/ 1960 Census Data

5/ Projection of 1960 Census data based on 1970 Official Population Estimate

Others - stenographers, auto mechanics, salesmen, secretaries, upholsterers, electronic mechanics, cooks, LPN's, managerial trainees, X-ray technicians, laboratory technicians, medical technicians and nurses.

b. Helena CEP Area - clerk-typists, waitresses, clerk-stenographers, LPN's, mechanics, nurse aides, upholsterers, maids, fallers, cooks, sales people, clerk-checkers.

With only a few exceptions, the occupations listed above require entry level skills higher than those normally possessed by target group individuals. Placement of target group individuals in these types of jobs usually requires training to raise their skill level to a point where they can qualify.

G. Recent Trends in Unemployment 1968-1970

<u>County</u>	<u>1970</u>		<u>1969</u>		<u>1968</u>	
	<u>Unemp.</u>	<u>Unemp. Rate</u>	<u>Unemp.</u>	<u>Unemp. Rate</u>	<u>Unemp.</u>	<u>Unemp. Rate</u>
Lewis & Clark	901	6.8%	791	6.1%	841	6.9%
Silver Bow	1,018	6.9	938	6.7	1,181	9.5 <u>6/</u>
Deer Lodge	246	4.3	241	4.5	479	9.4 <u>6/</u>
Meagher	112	9.3	79	7.0	85	7.5
Jefferson	134	6.8	127	6.3	133	7.3
Broadwater	49	4.5	40	3.6	50	4.4

The number of unemployed has risen significantly in the past two years as can be seen in the above table. The present economic slow-down which is being experienced everywhere has reduced the availability of jobs, particularly in the low-skilled occupations.

H. Universe of Need for Manpower Services

Table I outlines the Universe of Need for Manpower Services in the six-county CEP area. Refer to the attached "Manpower Data Summary for the Six-County CEP Area" for a breakdown of the "Universe of Need" by Butte and Helena CEP Areas.

I. Characteristics of the Disadvantaged

The number of different individuals who meet the disadvantaged criteria is estimated to be 3,021. The estimated number of individuals by disadvantaged groups is as follows: ^{7/}

1. No. school dropouts	-	1,658
2. No. youth	-	970
3. No. older workers	-	278
4. No. minority group members	-	701
5. No. handicapped	-	692

The total of the above five categories will not equal the total number of disadvantaged individuals as some persons may be included in more than one group.

Unemployment among disadvantaged groups may run two to three times higher than for the general population. In addition, the seasonal nature of many occupations results in periods of unemployment ranging from 10-26 weeks, particularly among the agriculture and construction industries. Due to lack of education, training, and skills these seasonal jobs are the only employment possibilities open to the disadvantaged. Technological change has also contributed greatly to the employment problems of the six-county area, especially in Silver Bow

^{7/} Source of Data - Social Characteristics of Applicants, Montana Manpower Programs, Montana Employment Security Commission, May 1971.

County. Underground mining, which once employed thousands, now employs less than 500. These miners have been replaced by one operator and a shovel which can move as much ore in a day as 1000 men.

VI. Universe of Need for Manpower Services, Six-County CEP Area

Fiscal Year 1973

State or Labor Area: Six-County CEP Area, including Lewis & Clark, Meagher,
Jefferson, Broadwater, Deer Lodge, and Silver Bow
Counties

Base Period Used: 1970

Item	Number of Individuals
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	14,910
a. Poor	4,848
(1) Disadvantaged	3,021
(2) Other Poor	1,827
b. Non-Poor	10,062
(1) Near Poverty	2,837
(2) All Other Non-Poor	7,225
2. Unemployed and Underutilized Disadvantaged, Total	3,021
a. Unemployed	450
b. Underutilized	2,571
(1) Employed part-time for economic reasons	141
(2) Employed full-time but with family income at or below poverty level	2,104
(3) Not in labor force but should be	326

VII. Manpower Data Summary for the Six-County CEP Area

Base Period Used 1970

For Fiscal Year 1973

Item	CEP Area Total	Butte CEP Area	Helena CEP Area
1. Total Civilian Population (as of 1970) <u>8/</u>	100,800	57,633	43,167
a. <u>Age Distribution:</u>			
Under 16 years	31,398	17,777	13,621
16 through 21 years	10,036	5,566	4,470
22 through 44 years	25,054	13,424	11,630
45 through 64 years	23,130	14,006	9,124
65 years and older	11,182	6,860	4,322
b. <u>Members of Minority - Total</u>	1,704	914	790
16 years and older	1,173	629	544
2. Total Civilian Work Force (12 month average for year 1970)	38,027	20,415	17,612
a. Employed, Total (12 month average)	35,565	19,151	16,414
b. Unemployed (12 month average)	2,460	1,264	1,198
Unemployment Rate	6.5 %	6.2 %	6.8 %
3. Universe of Need for Manpower Services for Fiscal Year Ending 1971 (number of different individuals in year)	14,910	7,661	7,249
a. Poor	4,848	2,491	2,357
(1) Disadvantaged	3,021	1,552	1,469
(2) Other Poor	1,827	939	888
b. Non-Poor	10,062	5,170	4,892
(1) Near Poverty	2,837	1,458	1,379
(2) All Other Non-Poor	7,225	3,712	3,513
4. Unemployed & Underutilized Disadvantaged: by category (12 month average) Total	3,021	1,552	1,469
a. Unemployed	450	231	219
b. Underutilized	2,571	1,321	1,250
(1) Employed part-time for economic reasons	141	72	69
(2) Employed full-time, but with family income at or below poverty level	2,104	1,081	1,023
(3) Not in labor force but should be	326	167	159
5. Welfare Recipients	175	105	70
6. Estimated School Dropouts (Forecast Period)	70	33	37
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	1,239	776	463

8/ 1970 Official Population Data

VIII. STATISTICAL TABLES

Table I
UNITED STATES
Annual Average Work Force for 1960 and 1970
(In Thousands)

<u>Industry</u>	<u>1970</u>	<u>1960</u>	<u>Change 1960- 1970</u>	<u>% Change</u>
Nonagricultural Employment, Total	70,616	54,234	16,382	30.2
Mining	622	712	- 90	- 12.6
Contract Construction	3,345	2,885	460	15.9
Manufacturing	19,369	16,796	2,573	15.3
Transportation & Public Utilities	4,504	4,004	500	12.5
Wholesale & Retail Trade	14,922	11,391	3,531	31.0
Finance, Insurance & Real Estate	3,690	2,669	1,021	38.3
Services	11,630	7,423	4,207	56.7
Government	12,535	8,353	4,182	50.1
Agricultural Employment	3,462	5,458	- 1,996	- 35.6

Source: "Employment and Earnings", Vol. 18, No. 5, November 1971, U. S.
Department of Labor - Bureau of Labor Statistics

Table II
MONTANA
Annual Statewide Work Force for 1970
In Thousands

<u>Industry</u>	<u>Avg. 1970</u>
1. Civilian Work Force	282.1
2. Unemployment	18.8
Percent of Work Force	6.7 %
3. Employment, Total	263.2
(a) Nonagricultural Wage and Salary	200.6
Manufacturing	23.6
Durable Goods	15.2
Nondurable Goods	8.1
Non-manufacturing	177.0
Mining	6.7
Contract Construction	10.9
Transportation and Public Utilities	17.2
Wholesale and Retail Trade	48.2
Finance, Insurance and Real Estate	8.1
Services	33.5
Government	52.4
(b) All Other Nonagricultural Employment ^{9/}	29.5
(c) Agriculture	33.1

^{9/} Includes Nonagricultural, Self-employed and Unpaid Family Workers and Domestic Workers in private households.

Produced in cooperation with the U. S. Bureau of Labor Statistics, by E. S. R & A, E. S. C., Helena, Montana.

Table III
Montana Civilian Work Force 1957-1970
(Annual Average in Thousands)

<u>Year</u>	<u>Civilian Work Force</u>	<u>Total Employment</u>	<u>Agricultural Employment</u>	<u>Total Unemployed</u>	<u>% Unemployment</u>
1957	250.2	237.2	41.4	13.0	5.2
1958	252.5	233.0	40.7	19.3	7.6
1959	252.4	234.5	39.2	14.9	5.9
1960	253.9	236.0	39.0	17.0	6.7
1961	252.9	234.4	37.3	18.4	7.3
1962	253.2	239.0	38.2	13.9	5.5
1963	255.9	242.1	38.3	13.8	5.4
1964	256.4	242.5	36.6	13.7	5.3
1965	259.7	246.5	35.2	13.0	5.0
1966	267.9	255.1	37.1	12.7	4.7
1967	272.9	257.9	37.3	13.0	4.8
1968	271.9	258.1	33.6	12.8	4.7
1969	276.9	261.4	34.1	15.5	5.6
1970	282.1	263.2	33.1	18.8	6.7
Increase or decrease					
1957-1970	+ 31.9	+ 26.0	- 8.3	----	----
% Increase or decrease					
1957-1970	+ 12.7 %	+ 11.0 %	- 20.0 %	----	----

The above table reflects the 20.0% decline in agricultural employment in Montana as compared to a 12.7% increase in the civilian labor force during the same period. The unemployment rate declined steadily from 1962 to 1969, but rose dramatically during 1970.

Table IV
Population by CAMPS Areas - 1970 ^{10/}

<u>Counties</u>	<u>1970 Total Pop.</u>	<u>1960 Total Pop.</u>	<u>1970 Minority Group Pop.</u>	<u>% of Total Pop.</u>
I. <u>CAMPS Area I</u>				
1. Lincoln	18,063	12,537	248	
2. Flathead	39,460	32,965	469	
3. Sanders	7,093	6,880	396	
4. Lake	14,445	13,104	2,243	
5. Mineral	2,958	3,037	22	
6. Missoula	58,263	44,663	942	
7. Ravalli	14,409	12,341	277	
	<u>154,691</u>	<u>125,527</u>	<u>4,597</u>	2.97 %
II. <u>CAMPS Area II</u>				
1. Powell	6,660	7,002	121	
2. Granite	2,737	3,014	21	
3. Deer Lodge	15,652	18,640	408	
4. Silver Bow	41,981	46,454	506	
5. Madison	5,014	5,211	92	
6. Beaverhead	8,187	7,194	49	
	<u>80,231</u>	<u>87,515</u>	<u>1,197</u>	1.49 %
III. <u>CAMPS Area III</u>				
1. Lewis & Clark	33,281	28,006	655	
2. Jefferson	5,238	4,297	87	
3. Broadwater	2,526	2,804	23	
4. Meagher	2,122	2,616	25	
5. Gallatin	32,505	26,045	302	
6. Park	11,197	13,168	59	
	<u>86,869</u>	<u>76,936</u>	<u>1,151</u>	1.32 %
IV. <u>CAMPS Area IV</u>				
1. Cascade	81,804	73,418	3,026	
2. Judith Basin	2,667	3,085	11	
3. Teton	6,116	7,295	50	
4. Choteau	6,473	7,348	167	
5. Pondera	6,611	7,653	556	
6. Glacier	10,783	11,565	4,616	
7. Toole	5,839	7,904	68	
8. Liberty	2,359	2,624	12	
9. Hill	17,358	18,653	1,761	
10. Blaine	6,727	8,091	1,584	
	<u>146,737</u>	<u>147,636</u>	<u>11,851</u>	8.08 %

<u>Counties</u>	<u>1970 Total Pop.</u>	<u>1960 Total Pop.</u>	<u>1970 Minority Group Pop.</u>	<u>% of Total Pop.</u>
V. <u>CAMPS Area V</u>				
1. Fergus	12,611	14,018	108	
2. Petroleum	675	894	2	
3. Wheatland	2,529	3,026	22	
4. Golden Valley	931	1,203	1	
5. Musselshell	3,734	4,888	5	
6. Sweetgrass	2,980	3,290	2	
7. Yellowstone	87,367	79,016	1,602	
8. Stillwater	4,632	5,526	37	
9. Carbon	7,080	8,317	58	
10. Treasure	1,069	1,345	5	
11. Big Horn	10,057	10,007	4,039	
	<u>133,665</u>	<u>131,530</u>	<u>5,881</u>	4.40 %
VI. <u>CAMPS Area VI</u>				
1. Phillips	5,386	6,027	271	
2. Valley	11,471	17,080	1,013	
3. Daniels	3,083	3,755	18	
4. Sheridan	5,779	6,458	49	
5. Roosevelt	10,365	11,731	3,164	
6. Richland	9,837	10,504	60	
7. McCone	2,875	3,321	18	
8. Garfield	1,796	1,981	2	
9. Prairie	1,752	2,318	13	
10. Wibaux	1,465	1,698	1	
11. Fallon	4,050	3,997	17	
12. Custer	12,174	13,227	113	
13. Rosebud	6,032	6,187	1,829	
14. Powder River	2,862	2,485	39	
15. Carter	1,956	2,493	9	
16. Dawson	11,269	12,314	73	
	<u>92,152</u>	<u>105,576</u>	<u>6,689</u>	7.26 %
STATE TOTALS	694,345	674,720	31,366	4.51 %

TABLE V

Educational Attainment of Persons 14 Years
of Age and Older, Not Enrolled in School - 1960

<u>Age</u>	<u>No Years Completed</u>	<u>1-4 Years</u>	<u>5-8 Years</u>	<u>9-11 Years</u>	<u>12 or More Years</u>
14-24 years	403	169	5,536	11,561	27,713
Percent	0.9	0.4	12.2	25.5	61.0
25 years & older	3,301	11,333	109,681	61,465	170,307
Percent	0.9	3.2	30.8	17.3	47.8
Totals	3,704	11,502	126,719	73,026	198,020
Percent	0.9	2.8	30.7	17.7	47.9

GRAPH I. MONTANA CIVILIAN
WORK FORCE, UNEM-
PLOYMENT, & UNEM-
PLOYMENT RATE -
1957-1970



